Case 1:04-cv-00264-SJM Document 123-36 Filed 06/29/2007 Page 1 of 28

EMPLOYMENT INTERVIEW ANALYSIS

R	Swana Wag	ner-	Down	Ary.	
Name of Applicant	launting. K	-6	osition Applied for		o de la companya de l
Areas of Certification	J. KARNES.		99 (1994 ж.) жүрдүү жүнүн байдан бай	manipumah madak di Ariak kecani ini di Ariah di	Minimatika Aktorom APA Pilakistan)
Name of Interviewer	3/11/04				international contraction and the second contraction of the second con
Date of this Interview					
					—
		2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	2
COMMENTS:	I not auxur	the 1st gun	tu.		
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
COMMENTS:					

Less than we would

understanding.

prefer. Exhibits a limited

COMMENTS:

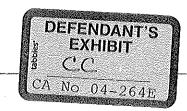
HL INSTRUCTIONAL

DELIVERY

No knowledge

understanding.

evident. Exhibits a minimal



Exceeds our

expectations of

understanding

average candidates.

Exhibits a thorough

Meets our

requirements for

hiring. Exhibits

an adequate

understanding

	1	2	3	-4	T
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS:				Trough Cartor Gares.	
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION KILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	2
COMMENTS:	***************************************				
.Om.nen (3.)					
					:
revious long-term exp	perience in the district (9	A dave in same position	an) with actions	c [7.1
is as fong term exp	Teneral in the district (5)	o days in same posino	on) with satisfactory	performance [_	
					18 /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Areas of Certification	, childhood -				and the second of the second
	o KARNS				
Name of Interviewer				мерінің жана баратын жана барыштан жана құрында жана жана қаратында жана жана жана жана жана жана жана ж	
	13/04				
Date of this Interview					And the second second second
	1	2	<u></u>	1 4	
~		SOME		**	
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PLANNING/ PREPARATION	N. I. S. S.		Meets our	Exceeds our	
INEFARATION	i No knowledge				
INEFARATION	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	1,6
OMMENTS: 1. Refre 2. lik	evident. Exhibits a minimal understanding. Instruction bank on re you know where study	prefer. Exhibits a limited understanding. edo. d is a where year	requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding	4
DMMENTS: 1. Refree 2. lik	evident. Exhibits a minimal understanding. mathetin bank on we you know whose stade	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding. Meets our requirements for hiring. Exhibits an adequate	expectations of average candidates. Exhibits a thorough understanding Exceeds our expectations of average candidates. Exhibits a thorough	4
CLASSROOM ENVIRONMENT DMMENTS: 3. Luy	evident. Exhibits a minimal understanding. The short in bank on re you know whose stacks. No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding. Less than we would prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding. Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding. Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
CLASSROOM ENVIRONMENT DMMENTS: 3. Luy	evident. Exhibits a minimal understanding. The structure bank on re you know where students a minimal understanding.	Less than we would prefer. Exhibits a limited understanding. Less than we would prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding. Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding. Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
OMMENTS: 1. Refree 2. less ? CLASSROOM ENVIRONMENT MMENTS: 3. Luyo 4. Mane	evident. Exhibits a minimal understanding. The short in bank on re you know whose stacks. No knowledge evident. Exhibits a minimal understanding.	Less than we would understanding. Less than we would prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding. Meets our requirements for hiring. Exhibits an adequate understanding. L. Croll Meets our requirements for hiring.	Exceeds our expectations of average candidates. Exhibits a thorough understanding. Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
CLASSROOM ENVIRONMENT MMENTS: 3. Ewyo	No knowledge evident. Exhibits a minimal understanding. No knowledge evident. Exhibits a minimal understanding. No knowledge	prefer. Exhibits a limited understanding. Less than we would prefer. Exhibits a limited understanding. work would be exterior of the	requirements for hiring. Exhibits an adequate understanding. Meets our requirements for hiring. Exhibits an adequate understanding. L. Gaera. Meets our	Exceeds our expectations of average candidates. Exhibits a thorough understanding. Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4

ľ	1	2	·		
		4	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS:	twoods a moster	+ teasis han	~ / At 48 .	nove towal	
9. a. B	treads a moder that contraction willing prost / trut phololity - some ling of gooder pl	the relationships .	1 as region	taised progra	
10. Bui	bling of gorder of	thes " ossertial.	- Id not no	lu posite P	Р,
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:		·			
COMMUNITATION	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Expo	were at 2th	Cital Program	ng (zyro)).	

/ /1

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Areas of Certification	Kaans,				
Name of Interviewer					ok istir (Montaner versum versum senaperaks septem
5/ Date of this Interview	3/04	amenass kin			
ate of this interview	`				
					-
	I	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
PLANNING/ REPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
2. We	ak.				
MMENTS: 1. Use 2. We	ak.				
2. We	ak.				
LASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates.	Z
LASSROOM NVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding.	3
LASSROOM NVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding.	3
LASSROOM NVIRONMENT MENTS: High g	No knowledge evident. Exhibits a minimal understanding. wold no orpected "g". Head the hou	prefer. Exhibits a limited understanding. Hed Stubets how to expend.	requirements for hiring. Exhibits an adequate understanding. The Acres To the Acres To the Acres To the Acres The Acres To the Acres T	expectations of average candidates. Exhibits a thorough understanding. Here G. Tahry Journal of Carolina in the Control of Carolina in the Ca	3 who is
LASSROOM ENVIRONMENT IMENTS: 3 High q 4 State	No knowledge evident. Exhibits a minimal understanding. wolds is expected "go teach they have the hourstanding."	prefer. Exhibits a limited understanding. Hed Stubets how to expend.	requirements for hiring. Exhibits an adequate understanding. The fools — U. Classorm productions of the production of t	expectations of average candidates. Exhibits a thorough understanding. Aur. G. Tohy, Joul & Carrier Landon & Carrier Landon.	3 wb is ne 1
LASSROOM ENVIRONMENT MENTS: 4, Stage STRUCTIONAL ELIVERY	No knowledge evident. Exhibits a minimal understanding. wolds no expected "go teach they have they have they have they would be a facility of the they would	prefer. Exhibits a limited understanding. Hed Stubents how how he expend. I have a faw word. Less than we would prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding. 2 he fools — U. Jasovam production of the say vey. Meets our requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding. Here G. Tohy Journal of Carlos Laho. Exceeds our expectations of average candidates. Exhibits a thorough understanding	3
LASSROOM NVIRONMENT MENTS: 4, Stage STRUCTIONAL ELIVERY	No knowledge evident. Exhibits a minimal understanding. wold in orpected go teach they program?? Let porfugation would be considered to the considered they would be evident. Exhibits a minimal	prefer. Exhibits a limited understanding. Hed Stubents how how he expend. I have a faw word. Less than we would prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding. 2 he fools — U. Jasovam production of the say vey. Meets our requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding. Here G. Tohy Journal of Carlos Laho. Exceeds our expectations of average candidates. Exhibits a thorough understanding	und 3

			~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~		
		2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
	And of Adja	d prayauning	- wants to local college.	be control	<u></u>
<b>₽</b>					
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					,
COMMUNITATION SKILLS	grammar.	Apparently confused of a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
comments: Did he	recalls, letter	of family nig	I the care	nt Challenge	Cato

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Previous long-term experience in the district (90 days in same position) with satisfactory performance

Amy 5:	zalewicz		Sleven	tory	
Name of Applicant Elec	• ,	Childhood Pa	osition Applied for		
	KARPUS		anadrakonyczna, poworzen w sakonowanie przyprzed in na 1821 (1986 (1984 (1984))		aga daa ya maa acaaa daa aa ah aa a
	14/04		n na	erzozonamie; zmonienijoj halidelikos 42,450 kinsto de zmonielizopoja kale	
Date of this Interview					
	T 1	2	3	4	Τ
. ~	The month of the state of the s	· SOME			* \ @\\\
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
Stedies used	de o refrance. Les quide intersor	firm every days			
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Meet	the needs a william worm & welcome	of students?			
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: Strat	ssed celebrate lance 1 taracy " confident in know	. student su	ecobb li		
bel	ance thrang	lla			
	orfidet in know	outecyx.			

	1	2	3	4	T
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	y
COMMENTS: 205/1/	e putlock ath	Tules.	<del></del>	<u>.</u>	·1 · · · · · · · · · · · · · · · · · ·
posad	to make to	Student			
"on "No	to make to display all da	Y., '			
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:			**************************************	<u> </u>	<u> </u>
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Very	control t	<b>L</b>			

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

#### Case 1:04-cv-00264-SJM Document 123-36 Filed 06/29/2007 Page 9 of 28 EMPLOYMENT INTERVIEW ANALYSIS

Robert	2 - Jak		Element		· ]
Name of Applicant	Da7ylus	P	osition Applied for		**************************************
	lementary	nakassanakan kanan k			
Areas of Certification	1/				,
Name of Interviewer	<u> </u>	etalendir memoru Overkussa pupikan meterkali Diarde FRONCER Diebn The Califolisis in Californi etemperatus (pa	distribution of the first second simulation in the second second second second second second second second second		ttiin tala Miller oo kaptan Costina kalaan je sale
3/	11/04				
Date of this Interview	*				
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer, Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: - Wax	t into room gride	to boy two	teaching - a	assessing stud	Lit.
			,	-	
•			,		
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Con	munty space -	stubents need		<u> </u>	the.
Dyna	wir learning musil	innet Spa	e to praint	terputa Partice	and product
stub	much space - nic Tearning much of well should riple part on the	be described the	- class:		
\$,	mple from our 1 m			-	
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: Tall	c wel them soft	we then @ 7	Can .		
" Qu	o subject @ an	o time	(. ) <i>f</i>	1 ( )	<i>1.</i>
u Cer	turs'/cooperator	- kenning -	Noods on ox	boul druene	
f	turo / cooperator	V			

· · · · · · · · · · · · · · · · · · ·	1	2	3	4	1
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: Stars  My	program, Newpo	per project, the bestwarf	ag neg 51	terdants "	
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groonæd. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
` I	solut facused. of work ethic- if don't feal J' monunicate with There are never	n realy for T	he next day I	Jan 7 Bour	₹.

/ / /1

25/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

				. No	Zofen
Sin	Bouguin		Ela	in hea	Profession de la tour
Name of Applicant	í	F	osition Applied for		
	Elen 700	mostration - Se	inere )		
Areas of Certification	)	THE STATE OF THE S		o de la comita de menta de la comita del la comita della	industrial property and the second section of the section
abla  u	ARNS				
Name of Interviewer	H302.				
ı	1		•		
3/4					
Date of this Interview					***************************************
					,
				·	· · · · · · · · · · · · · · · · · · ·
	l	2	3	4	
		SOME			
TRAITS	UNSATISFACTORY	DEFICIENCIES	SATISFACTORY	EXCEPTIONAL	RATIN
······································		EVIDENT			
PLANNING/ PREPARATION	. ]		Mantagara	Canada	
INDIARATION	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring. Exhibits	average candidates.	14

			understanding.	understanding.
COMMENTS:	STANDARDS WELD	AS A" SKELETON	TO WERK FROM	<i>t</i>
	USE TO COMPA	ME ONE THING	IN 80 78 AUT	ASC.
	NOT THE EN	UD ALL"		
	Assumed as	diagnostic tool	" I almost on a da	ily basis.
	/1	/ .		1

 II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: CSPA	DE LEVEL INFLUE	NEED.			

CENTERS WI Bodis everywhore

High quality work - identified on a governal basis use to such followed

High quality work - identified on a governal basis use to such followed

Not to Make there not so and windly for family, for

an adequate

Exhibits a thorough

III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits an adequate understanding.	expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: _ /^()	de witing to nat	hafter " much	L prostru.	cetitie Title I	Earden

- Modeling from teacher very important.
- groups for all standarts passed on need.
- allow for movement.

		2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
comments: -/fad - ded - caus	nonagement expansionation startly trying to be progress on a wolve point vol	on new things.	- Custon	un service - un	y inpost
					I
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Very	confident				
Previous long-term exp	perience in the district (9	0 days in same positio	on) with satisfactory	performance [	/1

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

#### Case 1:04-cv-00264-SJM Document 123-36 Filed 06/29/2007 Page 13 of 28 EMPLOYMENT INTERVIEW ANALYSIS

Jam	my Foster		Eleme	Herry	
Name of Applicant	1 /N-1	P.	osition Applied for	1	
Elenson	tay/k-6		Militar kalan ang magi mang ang ang ang akatapang di pang di pang akatapan kalan di kalan di kalan di kalan di		
Areas of Certification					
J K	<u> Pens</u>	and a second order to the second of the seco			Acologica Control Cont
Name of Interviewer			•		
3/	11/04		t the state of the		×2
Date of this Interview	,				
-	T		T		T
	L.	SOME	3	4	
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No hamadadaa	Less than we would	Meets our	Exceeds our	
	No knowledge evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	7
	understanding.	understanding.	an adequate understanding.	Exhibits a thorough understanding.	
2	V.	<u>I </u>	understanding.	i understanding.	<u> </u>
COMMENTS: for7	Stie				
•					
-					
	,				*
II. CLASSROOM	·		.,		
ENVIRONMENT	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	Meets our requirements for	Exceeds our expectations of	
	understanding.	understanding.	hiring. Exhibits an adequate	average candidates.  Exhibits a thorough	3
			understanding.	understanding.	
COMMENTS:	•				
				4	
			•		
III. INSTRUCTIONAL	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	
DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring. Exhibits	average candidates.	3
			an adequate understanding.	Exhibits a thorough understanding	
COMMENTS: Has a	deptod science +	lests - writing	, w/ synchol	<b>9</b>	
V	•				
•					

worked as K aide - 3 mgs. - Life Stills closs roon @ 20e - Extended - STARS teacher. 5. Barres

	1	2	3	4	1
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
IV. PROFESSIONALISM	No knowledge evident	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	3
COMMENTS:			-		
•					•
		•			
		•			
**************************************					<u> </u>
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					L.,
	•				
	•				
		<del>                                     </del>	7		
OISE/PERSONALITY/ OMMUNITATION KILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
OMMENTS:					
	•				

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Case 1.64-cv-00264-SJM Document 123-36 Filed 06/29/2007 Page 15. of 3

	No pretarence
Lisa Taolmina	Elem.
Name of Applicant  Elow K-6	Position Applied for working on MEG Child development.
Areas of Certification  T. Kareus	
Name of Interviewer 3/4/06/	
Date of this Interview	

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our \ expectations of average candidates. Exhibits a thorough understanding.	4
comments: Val	well versed purposed of st.	in 765 A - A latagias for F liple tellagance	ll aspects. SSA		
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
comments: - o - techno - much	Iganization vox logy - communication	y important			
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
COMMENTS: Va	y Very stong	with understar	sing of PSS	1 Lass 100n	

	<u> </u>	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	" whatever it	as an adveca	fan		1
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: Piesand	b very consider	<i>L</i> .	1		
	perience in the district (9			·	

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

#### Case 1:04-cv-00264-SJM Document 123-36 Filed 06/29/2007 Page 17 of 28 EMPLOYMENT INTERVIEW ANALYSIS

Mark	Weathers -		Elaunter	<u>y</u>	
Name of Applicant	1 /	Po	osition Applied for		
4	Louistory	tegende kannet vir eine kannet ver eine kannet ver eine kommen ver eine kommen ver eine kommen ver eine kommen Tegende kannet vir eine kommen ver eine kommen			adrandamo physiolisia na propied lich philippin de philippin de participa de partic
Areas of Certification	// / / m				
Name of Interviewer	KAROS				<del></del>
	KARWS 3/11/04				
Date of this Interview	and the state of t				
					·
			<u> </u>	I 4	T
	1	2 SOME	3	4	
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge	Less than we would	Meets our	Exceeds our	
	evident. Exhibits a minimal	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits	expectations of average candidates.	13
•	understanding.	tinderstanding.	an adequate understanding.	6xhibits a thorough understanding	
COMMENTS:					
			$\mathcal{L}_{i}$		
II. CLASSROOM ENVIRONMENT			Meets our	Exceeds our	
ERVINGINIALIVI	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	2
	understanding.	understanding.	an adequate understanding.	Exhibits a thorough understanding.	
COMMENTS:		<u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>	1		
COMMENTS:				-	
		Less than we would	Meets our	Exceeds our	
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal	prefer, Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	1 >
<i></i>	understanding.	understanding.	an adequate understanding.	Exhibits a thorough understanding	
COMMENTS:	<u> </u>				
COMMINST ST					
		•			-

		2	3	4	T
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:		<u> </u>		<u> </u>	1_(
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					
·					
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:	-		<del></del>		
			•		
			_		

[57 /24]

2/ /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

				145	(0)
Chad D	12.x.		S long		
Name of Applicant	- Annual Company of the Company of t		Position Applied for		
Elan. E	d. (14-6)				
Areas of Certification		The initial of the factor of the initial interference of the factor of t	· · · · · · · · · · · · · · · · · · ·		
TK	ours.	·			
Name of Interviewer	l ir	Period Park State Person (Period State Sta	The first of the second	n na	in a transport of the state of
Date of this Interview	10}		The California of the American and American American and American American American American American American		
				•	
		······································	<del></del>		-
·	<u> </u>	7 2	3	1 4	<u>T</u>
		SOME	3	4	
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION			Meets our	Exceeds our	
	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	7
	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	J -
	lesson would in pile to assessment the	1	understanding.	understanding.	<u> </u>
	e.				
L CLASSROOM ENVIRONMENT	No knowledge	l ago than are morely	Meets our	Exceeds our	
	evident, Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for hiring, Exhibits	expectations of average candidates.	フ
,	understanding.	understanding.	an adequate understanding.	Exhibits a thorough understanding.	
COMMENTS: Seat	m - 90000 strut	que (2.4/9.	, _P-	1 1	Mren,
- arts	In haile of it	asseme thes	to distinge	d's faitherns.	
Stock	Co south"	- Mach jude.	down work	E amougher	<b>→</b> .
- 1000	, for grown			, v	
	•				
			Meets our	Exceeds our	
I. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited	requirements for	expectations of	2
DELITERI	understanding.	understanding.	hiring. Exhibits an adequate	average candidates. Exhibits a thorough	
			understanding.	understanding	
OMMENTS: - MOTE	much missed the	2 what of the	quarry #5		
0-4	L 4 11 11	it of it	1 46		
- frem	5 m				
		منسب			·
- T4	to be positive				
1	,				

Previous long-term experience in the district (90 days in same	ne position) with satisfactory performance
----------------------------------------------------------------	--------------------------------------------

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

		***************************************			
Danielle,	Morris	TANONIN'I AMIN'NY INDRESEA NI TANÀNE NI T	Sem-		
Name of Applicant		<b>[</b>	Position Applied for		
Areas of Certification	c. in May		Medical period (Marie Indiana) and a supplemental a		ter control of the second seco
J. KARN	,				
Name of Interviewer		erit der <del>filmele del</del> ter ein ein eine filmelijke dit erit ein de <del>del fil del del del del del del del del del</del> de	nner som blev stagt i stagt om en en propression op styll om hav som blegen eine styllsvision om		
3/19/04					
Date of this Interview					
					·
	ı	2	3	4	T
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
, PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for biring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3
I. CLASSROOM ENVIRONMENT	No knowledge evident, Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	3
			understanding.	understanding	
OMMENTS:			•		. *
I. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets ourrequirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding	4
OMMENTS:				- Managara	
			•		

TRAITS UNSATISFACTORY SOME DEFICIENCIES EVIDENT SATISFACTORY EXCEPTIONAL R.  IV. PROFESSIONALISM No knowledge crident. Less than we would prefer.  COMMENTS:  Dress of grooting less than substancing or some offensive personal habits.  Dress of grooting less than substancing or offensive personal habits.  Dress of grooting less than substancing or offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  COMMENTS: Very paterial or confusing with poor grammar.  Appropriate poise and personality needed to personal with poor grammar.  Appropriate poise and personality needed to personal habits or confusing with poor grammar.  Appropriate poise and personality needed to performance. Difficulty expressing ideas  Appropriate poise and personality needed to perform job. Adequate ability to perform job. Adequate ability to communicate.  Appropriate poise and personal will be performance. Difficulty expressing ideas  COMMENTS: De a worderful jub or warderful grammar.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.  Appropriate space of humor. Extremely articulate.  COMMENTS: De a worderful jub or warderful grammar.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.  Appropriate space of humor. Extremely articulate.		1	2	3	4	T
APPEARANCE/ HABITS  Very sloppy in appearance or unacceptable personal habits.  Diess or grooming less than salisfactory or some offensive personal habits.  COMMENTS:  Very sloppy in appearance or unacceptable personal habits.  Diess or grooming less than salisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  Very well groomed and professionally dressed. No offensive personal habits.  COMMENTS:  Very sloppy in appearance or unacceptable personal habits.  Appears confident, exhibits exceptional appropriate sense of humor. Extremely articulate.  Appears confident, exhibits exceptional appropriate sense of humor. Extremely articulate.	TRAITS	UNSATISFACTORY	DEFICIENCIES	SATISFACTORY	EXCEPTIONAL	RATIN
APPEARANCE/ HABITS  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  POISE/ PERSONALITY/ COMMENTS:  Extremely distracted or confusing with poor grammar.  Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.	IV. PROFESSIONALISM			requirements for	expectations of	4
APPEARANCE/ HABITS  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  COMMENTS:  Very well groomed and professionally dressed. No offensive habits.  Properly dressed and groomed. Few poor personal habits.  Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	COMMENTS:					<u> </u>
APPEARANCE/ HABITS  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  COMMENTS:  Very well groomed and professionally dressed. No offensive habits.  Properly dressed and groomed. Few poor personal habits.  Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.						
APPEARANCE/ HABITS  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  COMMENTS:  Very pressionally dressed. No offensive habits.  Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.  Appropriate poise and personality needed to perform job. Adequate appropriate sense of humor. Extremely articulate.	·				×	
APPEARANCE/ HABITS  Very sloppy in appearance or unacceptable personal habits.  Dress or grooming less than satisfactory or some offensive personal habits.  Properly dressed and groomed. Few poor personal habits.  COMMENTS:  Very well groomed and professionally dressed. No offensive habits.  Properly dressed and groomed. Few poor personal habits.  Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.						
POISE/ PERSONALITY/ COMMUNITATION SKILLS  Extremely distracted or confusing with poor grammar.  Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.  Appropriate poise and personality needed to perform job. Adequate ability to communicate.			than satisfactory or some	groomed. Few poor	and professionally dressed. No offensive	4
confusing with poor grammar.    Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.	COMMENTS: Very	gratessismo( !!				
confusing with poor grammar.    Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.   Confusing with poor grammar.						
COMMENTS: Del a wendorful job of reviewing portfotion - Students as a "special American"	COMMUNITATION	confusing with poor	loss of poise that may interfere with job performance. Difficulty	personality needed to perform job. Adequate ability to	exhibits exceptional social skills and an appropriate sense of humor. Extremely	4
	COMMENTS: De o	n wondorful jeb As as a "spec."	of personing	portation -	<u> </u>	

22 /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

Nechan	Botter.		Slaw.		
Name of Applicant		Ishowd - P.	osition Applied for		Andrew Andrew Andrews
Areas of Certification	fearly (hi	1 dhoud		kayaya da qarankara yera da maqii qalada ke aqiilida ka da ka ka ka ka ka qara ka qaran aya ka ya ya ya ka ka	olingaministranyo, quiquain maggap
John	Karns	SQUING STANKEN SANION SANI			***************************************
Name of Interviewer	<b>.</b> .				
Date of this Interview			nternaturus mari un persona ir un ingenero personi di pirima del Paralha Palabaga Districa Pira del Paralha Pi		
	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
I. PLANNING/ PREPARATION	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: only on	e to sperifically n	rather, Lay, Ants	I Mill stude	ds	
- attazni	I the basis no	tooly for cu	ment year, b	nt for develop	meth
II. CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	4
COMMENTS: Approx	what clossom	space from a	- softy asy	part	`
- Maci	duck now di	Hourt preble	and generalis of		
- Pr	ornote student	achierament	<i>!</i> ·		
			Meets our	Exceeds our	
III. INSTRUCTIONAL DELIVERY	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits	expectations of average candidates.	3
COMMENTS: Le cogn	iged defaut kar	ning styles, C	etoro-		, be
- Inva	the spalling -	then capitalize	egic line and those s	togther - co	envir
· 1/4	not to single	things out			

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: $-30$	what classorm Ung to go the luays of studen	"extra mile" I level	- knows:	ele is on role	2 modes
APPEARANCE/HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:				<u> </u>	· · · · · · · · · · · · · · · · · · ·
	· ,				
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Apprepriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	3
COMMENTS:					
Previous long-term exp	perience in the district (9	0 days in same position	on) with satisfactory	performance	/1
				[	72 /24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

SubCase 4:04-cv-00264-\$9My Bocument 123/36 Piled 06/29/2007 Pege 25 of 28 is lawe

Name of Applicant	and the second s		Elem. E	<u> </u>	
vame of Applicant	lass Ed!		Position Applied for	,	
Areas of Certification	<del>39.56</del>				
, ),	Karns.				
Name of Interviewer	1 /				
3	/19/of				
Date of this Interview 7					
	*\ <u></u>				
	1	2	T 3	1 4	<del></del>
		SOME			
TRAITS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
PLANNING/ PREPARATION	No knowledge	Less than we would	Meets our	Exceeds our	
	evident. Exhibits a minimal	prefer. Exhibits a limited	requirements for hiring. Exhibits	expectations of average candidates.	16
	understanding.	understanding.	an adequate understanding.	Exhibits a thorough understanding.	17
	assant as a wal assant charge. hes everyone accom	Joleh - Coma	I & Intours	I, make the and	11/12/2.
- you - Mod CLASSROOM ENVIRONMENT	No knowledge evident. Exhibits a minimal understanding.	Less than we would prefer. Exhibits a limited understanding.	Meets our requirements for hiring. Exhibits an adequate	Exceeds our expectations of average candidates. Exhibits a thorough	3
CLASSROOM ENVIRONMENT  MMENTS: dosks  whereals	No knowledge evident. Exhibits a minimal understanding.  Groups / pare bull to be	Less than we would prefer. Exhibits a limited understanding.  S Maripul	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3 know
CLASSROOM ENVIRONMENT  MMENTS: dosks  whereals	No knowledge evident. Exhibits a minimal understanding.  Lead of the standard	Less than we would prefer. Exhibits a limited understanding.  S Maripul	Meets our requirements for hiring. Exhibits an adequate understanding.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.	3 know
CLASSROOM ENVIRONMENT  AMENTS: Josks  - Lass a  - Exouge  NSTRUCTIONAL DELIVERY  IMENTS: Joseph	No knowledge evident. Exhibits a minimal understanding.  A graps / pare bullet be pared to stalk expense.  No knowledge evident. Exhibits a minimal	Less than we would prefer. Exhibits a limited understanding.  S Maripulation of the second of the	Meets our requirements for hiring. Exhibits an adequate understanding.  A systam.  Meets our requirements for hiring. Exhibits an adequate understanding.  May be a compared to the system of the system.	Exceeds our expectations of average candidates. Exhibits a thorough understanding.  Stocked must be a few four for a few for a	3 know what H

	1	2	3	4	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATIN
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS: J de-	n't foget wey'th	ing that happens	during Hada	50	
Mara	to take word h	arna.	V	`	
D.C.	much above s 6	exact to use	A Ho hast for	on the state of	, ( )
works	n't foget weight to take work h nuch above & b collaborately-		10 July 10	Ling growing	
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:					····
OISE/ PERSONALITY/ COMMUNITATION KILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS: IT W	act aid, I w	at to teach	. I want to	nake a differ	use"
	·		/		

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

# Case 1:04-cv-00264-SJM Document 123-36 Filed 06/29/2007 Page 27 of 28 EMPLOYMENT INTERVIEW ANALYSIS

	-		***************************************		
Charles	1 Karlelinel	,	7/ 4	-	
Name of Applicant	Krachkowsk		Elementar Cosition Applied for	7	***************************************
,	-1 1 -	/	ознюв Арриеа юі	* · · · · · · · · · · · · · · · · · · ·	
1	Elementary Ec	/ /	Marie and the second		
Areas of Certification	. ~				Managan pada katan pada di Salam Angang pagan
	,				
Name of Interviewer	. <del>Мер ак</del> ом били (серт-м-м) и се од на серто се од серто од на се	AND AND THE PARTY OF THE PARTY	erkeranden aus der Gregorium (der kreise ist werkerande sektralische der werkerande ist seine Engelse begreibe	A Reference (Served and Address of Served Se	Martin Martin de Les communications compa
3/11	104				
Date of this Interview				de di samuta alam Piantan mendi di anche associa del con el della mengana della mentana perdona con della de	<del>Once the Control of </del>
		•			
<u> </u>	**************************************	<u> </u>	······································		<del></del>
· .	1.:	2	3	4	
TRAITS	LINGATICEACTORY	SOME			
IRAJIS	UNSATISFACTORY	DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
L PLANNING/	The state of the s	7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7			
PREPARATION	No knowledge	Less than we would	Meets our	Exceeds our	
,	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	requirements for hiring. Exhibits	expectations of average candidates.	3
-	understanding.	understanding.	an adequate	Exhibits a thorough	
	1 1 10		understanding.	understanding.	<u> </u>
COMMENTS:	Assessment constantly	1 son an - b	notive productions to the standing	to show	19
			nons large	mining	
		~ F	more or	Jostun ,	
•					
II. CLASSROOM				·	
ENVIRONMENT	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	
	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring, Exhibits	average candidates.	3
			an adequate understanding.	Exhibits a thorough understanding.	
consiste A	essoble to ell	a filme to	unici statume.	unuerstanome,	and the state of t
COMMENTS: Acc	essolute to will	), (V @C)>.			
			•	•	
			÷		
				•	•
II. INSTRUCTIONAL	No knowledge	Less than we would	Meets our requirements for	Exceeds our expectations of	. 1
DELIVERY	evident. Exhibits a minimal understanding.	prefer. Exhibits a limited understanding.	hiring. Exhibits	average candidates.	4
	Ů		an adequate understanding.	Exhibits a thorough understanding	′
201420170	**************************************		unocrataliding.	пиостуганония	
COMMENTS:					
•					ļ
,				•	

	1 .	2	3	4 -	
TRAITS	UNSATISFACTORY	SOME DEFICIENCIES EVIDENT	SATISFACTORY	EXCEPTIONAL	RATING
IV. PROFESSIONALISM	No knowledge evident.	Less than we would prefer.	Meets our requirements for hiring.	Exceeds our expectations of average candidates.	4
COMMENTS:	\$	· ·	*		<u> </u>
APPEARANCE/ HABITS	Very sloppy in appearance or unacceptable personal habits.	Dress or grooming less than satisfactory or some offensive personal habits.	Properly dressed and groomed. Few poor personal habits.	Very well groomed and professionally dressed. No offensive habits.	4
COMMENTS:	1			<u>, , , , , , , , , , , , , , , , , , , </u>	<u> </u>
	•				
POISE/PERSONALITY/ COMMUNITATION SKILLS	Extremely distracted or confusing with poor grammar.	Apparently confused or a loss of poise that may interfere with job performance. Difficulty expressing ideas.	Appropriate poise and personality needed to perform job. Adequate ability to communicate.	Appears confident, exhibits exceptional social skills and an appropriate sense of humor. Extremely articulate.	4
COMMENTS:		<u> </u>			
			·	· · · · · · · · · · · · · · · · · · ·	<u> </u>

/ 1

22/24

The purpose of this analysis is to organize the recording of information collected during the interview and to assist in evaluating and comparing different applicants when interviews are completed.

It will be most effective if prepared immediately after the interview. This analysis may also be referred to during the interview as a reminder of basic areas to discuss with the applicant.

MN - Had own pre school. - 4.5. Aide & Greenville